General Assembly

Distr.: General
11 February 2004

Fifty-eighth session
Agenda item 126

Resolution adopted by the General Assembly

[*on the report of the Fifth Committee (A/58/576)*]

58/251. United Nations common system

The General Assembly,

Having considered the report of the International Civil Service Commission for 2003[1] and the statement submitted by the Secretary-General on the administrative and financial implications of the decisions and recommendations contained in the report of the Commission,[2]

Reaffirming its commitment to a single, unified United Nations common system as the cornerstone for the regulation and coordination of the conditions of service of the United Nations common system,

Convinced that the common system constitutes the best instrument through which to secure staff with the highest standards of efficiency, competence and integrity for the international civil service, as stipulated in the Charter of the United Nations,

Reaffirming the statute of the Commission and its central role in the regulation and coordination of the conditions of service of the United Nations common system,

Takes note with appreciation of the work of the International Civil Service Commission, and takes note of its report for 2003;[1]

I

Conditions of service applicable to both categories of staff

A. Review of the pay and benefits system

Recalling its resolutions 51/216 of 18 December 1996, 52/216 of 22 December 1997, 53/209 of 18 December 1998, 55/223 of 23 December 2000 and 57/285 of 20 December 2002,

1. *Takes note with appreciation* of the continuing progress being made by the Commission in the review of the pay and benefits system in the context of the approved framework for human resources management;

[1] *Official Records of the General Assembly, Fifty-eighth Session, Supplement No. 30* (A/58/30).
[2] A/58/378.

2. *Takes note* of the decisions of the Commission contained in paragraphs 35, 86 and 88 of its report;[1]

B. Contractual arrangements

Recalling section I.A, paragraph 4, of its resolution 57/285,

1. *Notes with appreciation* the collaborative process between the Commission and the organizations to develop a general framework for contractual arrangements within which organizations of the common system could operate;

2. *Takes note* of the decisions of the Commission contained in paragraphs 104 and 105 of its report;[1]

C. Mobility

Recalling section V of its resolution 55/258 of 14 June 2001 and section I.B of its resolution 57/285,

1. *Takes note* of the decision of the Commission contained in paragraph 125 of its report;[1]

2. *Takes note also* of the decision of the Commission contained in paragraph 126 of its report to review the current mobility and hardship scheme in the context of the pay and benefits review;

D. Hazard pay

Recalling section I.D of its resolution 57/285,

Recalls that hazard pay is a payment of a symbolic nature, and requests the Commission to reconsider and decide on a smaller increase in the level of hazard pay for local staff, taking into account the views expressed by Member States, and to report on the implementation of this request to the General Assembly at its fifty-ninth session;

E. Mission subsistence allowance/special operations approach

Takes note of the decision of the Commission contained in paragraph 154 of its report;[1]

II

Conditions of service of staff in the Professional and higher categories

A. Base/floor salary scale

Recalling section I.H of its resolution 44/198 of 21 December 1989, by which it established a floor net salary for staff in the Professional and higher categories with reference to the corresponding base net salary levels of officials in comparable positions serving at the base city of the comparator civil service,[3]

[3] See the annex to the present resolution.

Approves the recommendation of the Commission contained in paragraph 188 of its report;[1]

B. Linkage between the mobility and hardship allowance and the base/floor salary scale

Recalling its resolutions 44/198, 46/191 A of 20 December 1991, 51/216, 55/223 and 57/285,

Looks forward to receiving, at its fifty-ninth session, the reports of the Commission on its review of the mobility and hardship scheme and on the linkage between the mobility and hardship allowance and the base/floor salary scale;

III

Conditions of service of the General Service and other locally recruited categories: methodologies for surveys of best prevailing conditions of employment at Headquarters and non-Headquarters duty stations

Recalling section III, paragraph 1, of its resolution 47/216 of 23 December 1992,

Endorses the decisions of the Commission and the refinements and modifications of the methodologies contained in paragraphs 230, 265 to 269, 279, 288, 302, 311, 312, 326, 354 and 355 of its report.[1]

79th plenary meeting
23 December 2003

Annex

Comparison of average net remuneration of United Nations officials in the Professional and higher categories in New York and United States officials in Washington, D.C., by equivalent grades (margin for calendar year 2003)

Grade	Net remuneration (United States dollars)		United Nations/ United States ratio (United States, Washington, D.C. = 100)	United Nations/ United States ratio adjusted for cost-of-living differential	Weights for calculation of overall ratio[b]
	United Nations[a]	United States			
P-1	58 761	42 420	138.5	120.3	0.2
P-2	73 087	55 169	132.5	115.1	5.3
P-3	89 112	67 748	131.5	114.2	20.9
P-4	106 863	84 642	126.3	109.7	32.1
P-5	125 124	99 430	125.8	109.3	27.5
D-1	144 874	114 817	126.2	109.6	10.4
D-2	151 732	118 923	127.6	110.9	3.7
Weighted average ratio before adjustment for New York/Washington, D.C., cost-of-living differential					127.6
New York/Washington, D.C., cost-of-living ratio					115.1
Weighted average ratio, adjusted for cost-of-living difference					110.9

[a] For the calculation of the average United Nations salaries, personnel statistics of the United Nations System Chief Executives Board for Coordination as at 31 December 2000 were used.

[b] These weights correspond to the United Nations common system staff in grades P-1 to D-2 serving at Headquarters and established offices as at 31 December 2000.